

**LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**  
**1<sup>st</sup> Floor Conference Room, Oneida County Courthouse**  
**September 5, 2018**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Billy Fried, Dave Hintz, Scott Holewinski, Sonny Paszak

**ALSO PRESENT:** Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance); Mike Romportl (Land Information)

**CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS**

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the First Floor Conference Room of the Oneida County Courthouse. The meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act. Cushing notes that the Committee will not go into closed session, as previously noticed on the agenda.

**APPROVE AGENDA**

Motion by Paszak to approve today's agenda. Second by Holewinski. All Committee members voting 'Aye'. Motion carried.

**APPROVE MINUTES**

Motion by Holewinski to approve the minutes as presented. Second by Fried. All Committee members voting 'Aye'. Motion carried.

**VOUCHERS, REPORTS AND BILLS**

Charbarneau briefly discussed the vouchers and bills presented to the Committee in the amount of \$551.47. Motion by Holewinski to approve the bills and vouchers as presented. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

**LAND INFORMATION AIDE COMPENSATION**

Romportl reports completing the interview process for the Aide position and has offered a candidate the position. As previously discussed, Romportl feels this candidate is highly qualified and will be a good addition to the department's succession plan. Romportl would like to offer a starting wage of Step 3. Brief discussion held. The Committee previously approved an increased starting wage for this position and still agrees. No further action taken.

**CARLSON DETTMANN PROPOSAL**

Charbarneau discussed the various wage study proposals provided to the Committee for review at the last meeting. Charbarneau is proposing to conduct the majority of the wage study in-house but for the Committee to approve the option of allowing individual jobs to be reviewed by Carlson Dettmann at the request of the Department Heads at a cost of \$250 per job. As discussed at the last meeting, Cushing reiterates that Departments would need to pay for the individual Carlson Dettmann job study costs out of their own department's expenditure lines. Charbarneau feels that a review is warranted when higher-level duties are added to a position but not when more of the same level of work is added to a position. Cushing feels that Charbarneau should make the call on if a request for review of a position should be sent to Carlson Dettmann for review or not in order to ensure that only valid requests are reviewed. Fried discussed his disagreement with Charbarneau's proposal, noting that Department Head's should get to make the decision on whether a position should be reviewed or not, and all the reviews should be done in-house in order to save money. Charbarneau discussed the benefits of using Carlson Dettmann in order to have accurate, up-to-date market comparables. Discussion held on the current out-of-date wage

### **CARLSON DETTMANN PROPOSAL (continued)**

schedule and the need to update comparables. Hintz feels that using an outside firm will help avoid departments asking for increases based on staff rather than position duties. Charbarneau discussed the comparables used the 2013 wage study and feels that many of them are no longer valid comparables. Charbarneau also notes that the County Board chose to only go with the 50% market value (average) schedule on the last wage study and this has now made Oneida County's wage schedule uncompetitive with the surrounding public and private sector employers. Hintz led discussion on determining pay for exempt salary positions and the importance of using salary rather than hourly rates. Paszak discussed the younger generations preferring better wages rather than better benefit packages. Discussion held on how the fund increased wages and the possibility of needing to eliminate services and/or positions in order to afford wage study increases. Smith discussed the benefits of using an outside source to review positions and potential cost savings. Charbarneau feels that if a department elects for Carlson Dettmann to review a position, the results of their review should stand and no appeals allowed. Further discussion held on budget funding, and policy changes to exempt compensatory time. Based on the Carlson Dettmann proposal, Charbarneau recommends moving forward with the Benefits review (no cost), Market Study at a cost of \$10,000 and to allow for individual department requests for position reviews at \$250 per position, with job review costs to come from the requesting department's budget. Discussion held on the performance evaluation process, and concerns over rating consistency across departments. Holewinski recommends a different evaluation process for Department Heads. Hintz would like to see a review and update to the entire performance evaluation process. Charbarneau discussed the Employee Engagement survey option in the quote and feels the evaluation process should be reviewed first before looking further into employee engagement. Committee agrees on moving forward with option A (Market Study Update, cost \$10,000), option C (Job Evaluation, cost \$250 per job) and option F (Benefits Review, no fee) in the Carlson Dettmann proposal. Further discussion held. Charbarneau notes that the option A costs would need to go to the Administration Committee to request funds from the contingency fund. Fried feels that after the wage study is completed, a study of the benefits package should also be done in order to adjust the benefit package to fit any adjustments to wages. Hintz suggests conducting a survey of employees to see which benefits are and are not valued. Charbarneau notes that she will be asking for more options to offer for the 2019 employee health plan, including a possible incentive payment for employees not taking the county health insurance. Motion by Hintz to move forward with the market study update at \$10,000, Option C at \$250 per evaluated position to be paid for by the department, and the benefits review option, which is free. Second by Paszak. Cushing, Hintz, Paszak and Holewinski vote 'Aye' on motion. Fried votes 'Nay'. Motion carried.

### **FUTURE MEETING DATES**

September 20, 2018 at 1:00 p.m.

October 10, 2018 at 9:00 a.m.

October 24, 2018 at 9:00 a.m.

### **FUTURE AGENDA TOPICS**

2019 Employee Benefits

Highway and Solid Waste reorganization

Carlson Dettmann wage study proposal

Exempt PTO definition

Medical Examiner position


### **PUBLIC COMMENTS**

None

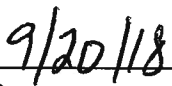
**ADJOURNMENT**

Motion by Cushing to adjourn meeting. Second by Hintz. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:02 a.m.

  
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Ted Cushing, Chairman

  
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Date

  
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Jennifer Lueneburg, Committee Secretary

  
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Date